

Additional Infrastructure projects were conceptualized:

1. Picnic Areas
2. Scout Hill Parking area
3. Ayuyang Park
4. Tranquility Park
5. Racetrack

## II. FINANCIAL PERSPECTIVES

### **Adherence to R.A. 7656 or “An Act Requiring Government-Owned or Controlled Corporations to Declare Dividends Under Certain Conditions to the National Government, and for Other Purposes**

On 16 September 2025, during the GOCC Day Celebration, the Department of Finance (DOF) recognized the top-performing GOCCs for their significant contributions to nation-building, particularly through high dividend remittances.

JHMC was commended for fiscal excellence receiving an award for **₱14.33 million dividend remittance**, highlighting the agency’s strong financial performance and dedication to supporting government programs.

## III. INTERNAL PROCESS PERSPECTIVES

In alignment with the government’s socio-economic agenda on the ease of doing business, several processes of JHMC are being reviewed, streamlined, and digitized to ensure more effective and efficient delivery of public service.

### 3.1. **Review of the JHMC Charter Statement and Strategy Map**

During the Strategic Planning session on 28–29 August 2025, the Board of Directors and Management reviewed and refined the Corporation’s Vision and Mission. The Board likewise established Strategic Goals to provide clear direction and ensure alignment of Management’s programs, projects, and activities toward achieving its long-term objectives.

### 3.2. Welfare of Internal Stakeholders

A comprehensive review of all personnel policies was conducted to ensure alignment with new laws, rules, regulations, and the evolving needs of JHMC. Based on the findings, amendments are required in 2026 for the following policies to ensure compliance with E.O. No. 95, s. 2025:

- a. Compensation for Overtime Work
- b. Loyalty Award
- c. PRAISE
- d. Leave Credits
- e. Monetization of Leave Credits
- f. Rehabilitation Privilege

### 3.3. Risk Assessment and Management

#### 3.1.1 Management Performance Reviews

<b>CY 2024 Annual Performance Review</b>	
03-04 February 2025	CY 2024 Annual Performance Review The session is aimed at checking on the result of the progress of implementation of the approved plans and programs of the offices, the challenges encountered, and ways to move forward to mitigate risks and achieve continual improvement within JHMC operations.
<b>CY 2025 Quarterly Performance Review</b>	
21 April 2025	First Quarter Performance Review
29 July 2025	Second Quarter Performance Review
29 October 2025	Third Quarter Performance Review

### 3.1.2 Corporate Planning Sessions

#### **28–29 August 2025: Strategic Planning**

In line with its governance and strategic oversight functions, JHMC, through its Board of Directors (BOD) and Management, conducted its CY 2025 Strategic Planning on 28–29 August 2025 in Tagaytay City, under the leadership of the Chairperson and with support from the Corporate Planning Unit.

The activity included the review and refinement of the Charter Statement and Strategy Map, ensuring alignment with the directives of the BCDA, and national development priorities.

The Chairperson emphasized the importance of the exercise in defining JHMC’s strategic direction, and reinforcing alignment between the Board and Management toward the organization’s medium- to long-term goals.

#### **10–11 June 2025: Operations Planning**

The Operations Planning was successfully conducted with the JHMC Management at the Mount Data Hotel in Sinto, Bauko, Mountain Province. At this level of planning, key operational measures, performance targets, and potential risks were thoroughly identified. Risk treatment strategies were also developed and integrated into the Corporate Plans, ensuring alignment with organizational goals and improving the agency’s ability to implement them effectively

#### **09–10 July 2025: Departmental and Budget Planning**

Departmental Planning plays a key role in identifying action plans for effective risk management. The Departmental and Budget Planning was successfully conducted with JHMC Management at the Lafayette Luxury Suites in Baguio City.

This activity advanced the implementation of the JHMC Strategic Plan 2024–2028 and supported the preparation of the proposed Corporate Operating Budget (COB) for CY 2026.

### 3.1.4 Legal Risk Assessment/ Management

Legal opinions on matters referred by Management and the Board were issued to assess legal risks and recommend appropriate actions for their effective management and mitigation.

### 3.1.5 Annual Legal Risk Assessment

In December 2025, the annual Legal Risk Assessment Survey (LRAS) was conducted, with a 48.86% participation rate to assess employees' awareness of Republic Act No. 12066. The results are being utilized to guide necessary legal risk interventions in 2026.

### 3.1.6 Case Management

JHMC manages legal cases in coordination with the OGCC, OSG, and BCDA-LSD, while independently handling matters where external representation is not applicable.

The tables below present the current status of pending reversion cases, as well as a summary of the various legal cases filed by or against JHMC/BCDA.

Reversion Case and Cancellation of Title			
Venue	MTCC	RTC	SC
No. of Cases Pending	10	5	10
		1 (for re-filing)	
<b>Total</b>	<b>25</b>		

	Total No. of Cases Pending	Quasi-Judicial Bodies/ Commission Proper	Court	CA	SC
Civil	3		3		
Criminal	1		1		
COA	10	10			
Labor	9	3		3	3
NWRB	5	4		1	